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Review of the efficiency of the administrative and financial functioning of the United Nations

Human resources management

Report of the Fifth Committee

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I. Introduction

1. At its 3rd plenary meeting, on 15 September 1998, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its fifty-third session the item entitled "Review of the efficiency of the administrative and financial functioning of the United Nations" and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the question of gratis personnel provided by Governments and other entities, under item 112 in conjunction with item 119, entitled "Human resources management", at its 3rd, 5th and 8th meetings, on 5, 7 and 15 October 1998. Statements and observations made in the course of the Committee's consideration of the item are reflected in the relevant summary records (A/C.5/53/SR.3, 5 and 8).

3. For its consideration of the item the Committee had before it the following documents:

(a) Report of the Advisory Committee on Administrative and Budgetary Questions on gratis personnel provided by Governments and other entities (A/53/417);

(b) Report of the Secretary-General on gratis personnel and other entities in peacekeeping operations (A/C.5/52/54/Rev.1);

(c) Report of the Secretary-General on gratis personnel provided by Governments and other entities, containing the fourth quarterly report on the acceptance of type II gratis personnel from 1 April through 30 June 1998 (A/C.5/52/56).

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II. Consideration of draft resolution A/C.5/53/L.8

4. At the 8th meeting, on 15 October, the representative of the Bahamas, Vice-Chairman of the Committee and coordinator of informal consultations, introduced a draft resolution entitled "Gratis personnel provided by Governments and other entities" (A/C.5/53/L.8) and orally revised it as follows:

(a) In operative paragraph 6, the phrase "commitment of the Secretary-General to complete" was replaced by the phrase "commitment and assurances of the Secretary-General that", and the words "will be completed" were inserted before the words "by 28 February 1999";

(b) In operative paragraph 7, the words "to ensure" were replaced by the word "secure".

5. At the same meeting, the Director of the Operational Services Division of the Office of Human Resources Management made a statement.

6. Also at the same meeting, the Committee adopted draft resolution A/C.5/53/L.8, as orally revised, without a vote (see para. 7).

III. Recommendation of the Fifth Committee

7. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Gratis personnel provided by Governments and other entities

The General Assembly,

Reaffirming its resolutions 51/243 of 15 September 1997, 52/217, 52/218 and 52/220 of 22 December 1997 and 52/234 and 52/248 of 26 June 1998,

Having considered the reports of the Secretary-General[1] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[2]

1. *Reaffirms* that the circumstances in which the Secretary-General can accept gratis personnel should be in strict compliance with paragraphs 4 (a) and (b) of its resolution 51/243;

2. *Notes* that the decrease in type II gratis personnel is continuing, as requested by the General Assembly in paragraph 9 of its resolution 51/243;

3. *Notes with concern* that the information provided by the Secretary-General fails to demonstrate the extent to which all gratis personnel accepted in the Department of Peacekeeping Operations provide very specialized expertise not available within the Organization, as is required under paragraph 4(a) of General Assembly resolution 51/243;

4. *Also notes with concern* the observation by the Advisory Committee on Administrative and Budgetary Questions that the cases of the acceptance of gratis personnel by the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the former Yugoslavia since 1991 and the International Criminal Tribunal for the Prosecution of

[1] A/C.5/52/54/Rev.1 and A/C.5/52/56.

[2] A/53/417.

Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994, referred to in the reports of the Secretary-General,[3] contravene the provisions of its resolution 51/243, which do not allow acceptance of gratis personnel on the grounds of failure by the Secretariat to recruit staff in an expeditious manner;[4]

5. *Further notes with concern* that the extension of the deadline for the submission of applications for the replacement of type II gratis personnel has resulted in cases of differential treatment among Member States;

6. *Takes note* of the commitment and assurances of the Secretary-General that the recruitment process for the replacement of type II gratis personnel, including those in the two international tribunals, will be completed by 28 February 1999, in accordance with General Assembly resolutions 52/234 and 52/248;

7. *Requests* the Secretary-General to further improve the planning and implementation mechanism in human resources management in a transparent manner and secure the independent and efficient work of the Secretariat pursuant to Articles 100 and 101 of the Charter of the United Nations and the relevant resolutions adopted by the General Assembly;

8. *Also requests* the Secretary-General to ensure that recruitment for any new posts arising from the phase-out of gratis personnel is made on as wide a geographical basis as possible with due regard to gender;

9. *Further requests* the Secretary-General to report to the General Assembly on the implementation of the phase-out of type II gratis personnel at its resumed fifty-third session.

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[3] A/C.5/52/51 and A/C.5/52/56.

[4] See A/53/417, para.8.